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MAR 23 1999

R. Scott Guthrie
02/08/99

FEDERAL COMMUNICATIONS COMMISSION
OFFICE OF THE SECRETARY

CC Docket No. 98-141

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MAR 23 1999

EX PARTE OR LATE FILED

Federal Communications Commission
Office of Secretary

R. Scott Guthrie
629 W. Deming Pl., #801
Chicago, IL 60614
(773) 525-5055

Mr. William Kennard
Chairman - Federal Trade Commission
1919 M. Street N.W.
Washington, DC 20554

February 8, 1999

Dear Mr. Kennard,

Enclosed is the summary of my experience while working for Southwestern Bell Yellow Pages.

I'm sending it to you in hopes that it might reveal the nature of what I believe to be a common work scenario at Southwestern Bell Corporation and its' subsidiaries.

My contact on these issues started at the office of Mr. Edward E. Whitacre Jr., after which a Mr. J. W. Russell of that same office informed me in a visit here to Chicago in 1993 of some 60 others who had similar complaints, noting mine was the "best documented".

I encourage you to read my summary and consider questioning whether or not to approve the SBC takeover of Ameritech.

It is my opinion that starting from the very top on down, SBC and its' senior management team harbor little or no concern for their employees. Rather, it is my belief SBC and its' management are driven by a bizarre sexual profit motive.

With what I observed as an employee, I believe SBC cares little about the people who work for them and by extension they probably have little concern for the public they serve.

My experience has shown me SBC and its' management team are concerned primarily with their own economic self interest and I believe would do little for Ameritech's current consumer base.

There seems to be a history of misconduct at SBC dating back the 70's and a Mr. T. O. Gravits (sp?) of Dallas, Texas. My own experience involves the son-in-law of a board member.

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List A B C D E

As a former employee of SBC and currently a consumer of Ameritech, I plead for your help for me and other innocent consumers.

I never had the means to pursue a legal appeal against SBC, rather have decided to find solace in speaking and writing about what I feel is the true nature of SBC and its' management.


A revealing insight might be offered by asking senior SBC management, (Mr. Edward E. Whitacre Jr.), why they did nothing to make restitution to employees who by their own admission were decidedly mistreated. Ask them why Mr. Tim Morrissey is no longer in their employee. Ask them why they did nothing when 60 plus people were so badly treated in violation of their own "Codes of Business Conduct" and "EEOC Sexual Harassment Guidelines".

I think you'll find the answer is simple, they simply don't care.

This review should offer you insight into the people who are petitioning you to affect the lives of millions of consumers in the Ameritech territory and help you to make an informed decision.

Thank you for your time.

Sincerely,


R. Scott Guthrie

CC Mr. Edward E. Whitacre
Governor George H. Ryan - Illinois
U.S. Senator Peter G. Fitzgerald - Illinois

J.W. Russell
Director
Asset Protection



**Southwestern Bell
Corporation**

"The One to Call On"®

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Room 07-F-07
P.O. Box 2933
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78299-2933

Phone 210 351-3817
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**Southwestern Bell
Yellow Pages**

Tim Morrissey
Regional Sales Manager

520 Post Oak Blvd., Room 310
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Martha C. Humphries
Sales Manager-
Telemarketing

**Southwestern Bell
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Scott Guthrie
Supervisor
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**Southwestern Bell
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April 2, 1993

Mr. Ken Fobbs
Director - Human Resources
Southwestern Bell Yellow Pages
12800 Publications Drive
St. Louis, Missouri 63131

R. Scott Guthrie
1100 North LaSalle, #712
Chicago, Illinois 60610

Dear Mr. Fobbs,

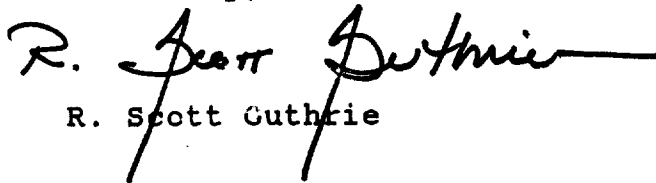
I want to thank you for your call of last week, and for the friendly manor in which you approached an obviously difficult set of circumstance.

Let me state again that it is my intention to resolve this matter as quickly and as privately as possible. I have nothing to gain from, nor any interest in dealing with these matters in a public forum.

The attached document represents my descriptions of the events that occurred during my time in Houston, Texas while working for Southwestern Bell Yellow Pages. I have divided the discussion into three parts. First, the events leading up to my last appraisal, second, the appraisal itself, and third, issues of resolution.

Again, let me thank you for your help in this matter. I have every confidence that together we will bring this discussion to a satisfactory conclusion.

Sincerely,


R. Scott Guthrie

April 2, 1993

Mr. Ken Fobbs
Director - Human Resources
Southwestern Bell Yellow Pages
12800 Publications Drive
St. Louis, Missouri 63131

R. Scott Guthrie
1100 North LaSalle, #712
Chicago, Illinois 60610

Mr. Fobbs,

I know of no better way to describe the events leading up to my last appraisal, than to start with my transfer to Houston in July of 1988 and to move forward from there. It is during this time, from the Summer of 1988 to the early Spring of 1990, that I was made to endure the pressure of my Regional Manager, Mr. Tim Morrissey, requests to help him date or enter into sexual encounters with my attractive first line co-workers.

During this same period, I was asked to among other things help arrange and finance many of his dates, and at one point to empty my savings account to help Mr. Morrissey buy a new Corvette. (See tab labeled "Auto") Parallel to this experience, I was promised promotion both orally and in writing. (See tab labeled "Letters") It is this period of abuse that led up to my 1990 appraisal, and my ultimate resignation from the company in poor health and in financial ruin, when my Regional Manager sought to distance himself from these events.

It is my strong belief that these activities represent a case of wrongful termination and collectively stopped or prematurely ended my career at Southwestern Bell Yellow Pages, which I would not have done under different circumstance.

In an effort to highlight the key points and expedite the telling of my situation, I have decided to list as bullets in chronological order the key events between the Summer of 1988 and the early Spring of 1990. Those events are as follows:

- In late Summer of 1988 Mr. Morrissey asked me to join him at a softball game he was playing in in Pasadena, Texas. On the way to that game, Mr. Morrissey went to great lengths and very graphically to tell me about the sexual liaison he was having with a Mrs. Mary Jane Cox. I found it odd that Mr. Cox, who I met later that evening, had invited Mr. Morrissey to play on the team.
- Shortly after the softball game, Mr. Morrissey began to invite me to his office during the work day to ask for my help in dating my attractive co-workers. It is my recollection that there were no less than 100 meetings of this type. He was interested in dating Mrs. Debi Gwin, and Mrs. Paula Beth King. I recall telling him during one of our first meetings, having recently been to his home in Katy, that he was probably just experiencing boredom and that Mrs. Morrissey was a wonderful woman and the mother of his children, and he should consider going home and finding reasons to fall in love with her again. It is at this point that he assured me he had tried this, and the result had been his newest child Timothy. He went on to describe a romantic encounter he had had with Mrs. Morrissey in San Antonio, Texas. He further added that an affair would be beneficial to his relationship with Mrs. Morrissey and again sought my assistance in setting up encounters with my co-workers.

Many times during these meetings, he would ask me had these women asked or spoken of him in any manor. He was interested in knowing if they had found him attractive or were they interested in him. If I had nothing to relay, he would press and accuse me of lying to him. Many times he would get so angry that he would throw me out of his office. Some of the types of things he would ask me to do were tell him where we were having lunch so he could appear by accident or organize dinners with my co-workers and invite him at the last minute. I plan to have Visa and Discover reprint old statements to show how many times I had was asked to pay for these meetings. Someone who would be in a position to know the frequency of my visits to Mr. Morrissey's office would be Ms. Thelma Brown. Ms. Brown was Mr. Morrissey's secretary.

- Mr. Morrissey extended my daily routine of inquisition to Saturdays. Most every Saturday during this period I would get beeped at 5 a.m. and required to attend breakfast at Denny's at the intersection of Highway 6 and the Katy Freeway. I would endure the same series of questions and answer sessions that went on during the week.

- Parallel to this time starting in February of 1989 and going to January of 1990, I began to receive a series of letters and notes, (see tab labeled "letters") letting me know how well I was doing and promising that "thing will be even better than 1988" and that I should "start acting now as if you are 2 levels higher than you are. If you do, you will become. I'm sure." The implication was that if I continued to help Mr. Morrissey to arrange for dates, my career would be advanced.
- In April of 1989, Mr. Morrissey approached me about buying his BMW because he had found a deal on a late model Corvette. I explained that I had no interest in buying his BMW because I didn't like to shift. He then told me that he would arrange to have Mr. Mike Edmondson sell me his Cadillac for \$7,000.00, and because Mr. Edmondson was a more loyal employee, he would buy the BMW. The car ended up costing \$7,500.00. (See tab labeled "Auto".) In the last days of these negotiations, Mr. Morrissey had me take him to the airport in the morning and told me "not to pick him up if I had not purchased the Cadillac".
- In the Spring of 1989, to celebrate a successful T-Sales canvas, Mr. Morrissey appointed Mrs. Gwin and myself to plan a road-rally retreat in Bellville, Texas. In the final stages of the planning Mr. Morrissey had me come to his home on a workday afternoon, to help create a tape for the road-rally. In the process, he decided to create a tape for Mrs. Gwin so she could pick out music. He was interested in having her pick the instrumental music for the tapes introduction. I have enclosed a copy of the tape for your review. Mrs. Gwin's nickname, given to her by Mr. Morrissey, was CB standing for "Controlling Bitch". Please note that towards the middle of the tape Mr. Morrissey can be heard referring to her as "CB". When we were through making the instrumental part of the tape, Mr. Morrissey, asked me to help him pick out songs from his Rock and Roll collection that might be arousing to Mrs. Gwin. For example, one he suggested was the song titled "The Game of Love". "Nowhere to Run Nowhere to Hide" is another. You'll note the sexually suggestive nature of many of the songs when you listen to the tape. Please review both sides.
- During the Summer of 1989, I recall being with Mr. Morrissey on a Saturday, at his request, and being told about the number of abortions that one of the Premise Salespersons had had. He told me that Mrs. Sara Bass, formerly Ms. Sara Sadler, had had multiple abortions. I asked him how he knew this. He said because she had

filed a claim against the company insurance plan to pay for them. Thinking that kind of information confidential, I asked how he knew about her insurance claims and how had he gotten access to her medical file. He said as Regional Manager he got reports on claims filed in the region, and that he had ways of knowing what it was for. He put the number of her abortions at three or four.

- In the Fall of 1989 I was driving Mr. Morrissey home after work as I sometimes did. When we got to his neighborhood in Katy, he told me to drive around, he wanted to talk. We drove around for about 30 minutes during which time he asked if I would marry his wife Diana if he left her. He said "I know you will love my children" and the two of you have much in common. As compensation, he promised that he would "take of my career" and that I would "never have to worry". I asked why he wanted to leave Diana, and he replied that he wanted to get on with his relationship with another woman. I explained that while Diana was a wonderful person, and that we did share many common interests, and indeed I did love his children, I was not ready to be married.
- In January of 1990, Mr. Morrissey had me to his office to show where on his desk he had sex with a woman from the office. He had just gotten a new desk from the San Antonio office and in very graphic terms, he was explaining how he had "broken it in". This is the desk that currently resides in Mr. Dennis Payne's office in the Houston, Texas sales office. In this same conversation Mr. Morrissey went to great lengths and in vivid detail to describe sexual encounters he had had in different stairwells in the building at 520 Post Oak Boulevard.
- In early January of 1990, I was reporting to a Mr. Dwayne Troutman who was for a short while Manager of Telemarketing. Mr. Troutman asked me why Mr. Morrissey would have told him to start making my life difficult? Mr. Troutman wanted to know what I had done to make Mr. Morrissey so angry? He explained that Mr. Morrissey had said "kill that son of a bitch". I didn't answer, fearing retribution. I felt strongly then, and feel strongly today, that Mr. Morrissey was motivated to move me out of the way because I had knowledge of events that became a source of personal concern.

Mr. Troutman is no longer with Southwestern Bell Yellow Pages, however, I feel sure if contacted, he would verify this point.

- Mr. Troutman did not remain my Manager for very long and was shortly replaced by Ms. Martha Humphries. This marked the beginning of the punishment, or "kill" phase of 1990 leading to my appraisal and ultimate resignation in poor health and in financial ruin. Among other things, Ms. Humphries came into my office one day and said it was "trashy" and "dirty" and would have to be moved. I found this interesting in that I had spent well over \$1,000.00 of my own money on office furniture and decorations at Mr. Morrissey's challenge. I was made to make the second of three moves in the first quarter of that year. Also during this time I was not allowed to travel with the Management team to a sales conference in San Antonio, Texas. This also marks the beginning of a period in which I was forced to take directives from Mr. Juan Garza, Ms. Humphries' secretary. (Please note that issues of the my 1990 appraisal are covered in detail in part two of this document.)
- In the first half of 1990, Mr. Morrissey was transferred to St. Louis, Missouri. For what ever reasons, I feel to distance himself from what I knew, Mr. Morrissey abruptly ended contact with me both professionally and personally and as I noted earlier leaving "Kill" orders in place. The financial and emotional strain were beginning to build. In May of 1990, I had to withdrawal from the company savings plan and reduce my bonds deduction to survive the financial pressure I now found myself under. (See tab labeled "Savings".)

These were the key events from the Summer of 1988 to the Spring of 1990. They laid the backdrop for my 1990 appraisal and resignation, and to not understand them, is to not understand my appraisal or resignation completely.

As you can see I started my last year and a half in difficult circumstance. My Regional Manager, in an attempt to further his own sexual and financial goals, had through my youth and inexperience manipulated me to his own ends. He applied the undue influence and power of his office to leave me destitute and suffering from heart related illness due to the financial and emotional stress he put me under at work.

As you will see in the next two sections of this document, I arrived at August of 1991 both financially and emotionally broken, and under doctors advice to relocate to a less stressful environment to avoid aggravating my stress related heart condition, and breathing problems. The alternative was as my Doctor noted, to start taking tranquilizers. (Doctors records can be provided.)

April 2, 1993

Mr. Ken Fobbs
Director - Human Resources
Southwestern Bell Yellow Pages
12800 Publications Drive
St. Louis, Missouri 63131

R. Scott Guthrie
1100 North LaSalle, #712
Chicago, Illinois 60610

Mr. Fobbs,

As demonstrated in the first section, I spent the last year and a half working in a "Kill" environment which ultimately resulted in my last appraisal rating of "needs improvement" and denial of my team bonus for 1990. I had attempted to point out some of the abuses that were taking place under Ms. Martha Humphries to my then Regional Manager Mr. Dennis Payne, and I was told by him that they "were not taking place and he would have no hesitations about firing me if I didn't stop being such a disruptive force".

In all fairness to Mr. Payne, I had not shared with him the history of these abuses, nor do I feel or have any reason to believe he knew of them. I think as a new Regional Manager he had to depend on the advice of his Manager of Telemarketing. Unbeknownst to him, she was following the previous Regional Manager's "Kill" order.

The results of Ms. Humphries' year and a half campaign of terror was my 1990 appraisal. At this point leaving the history of the last several years aside, I would like to take on the appraisal on the merits of its' contentions alone. Done in bullet form as in part one, my rebuttals are as follows:

- Point one: Ms. Humphries contends that I "failed to log system down time which resulted in a lack of communication and knowledge in the local area".

What she fails to note or recognize, is that I was current on logging system downtime until I was notified by Serita Midgely of CATS Staff that I should no longer log downtime, rather, log downtime via phone with the St. Louis Data Center. It was explained to me that this would allow the Data Center to better

track downtime throughout the corporation. I stopped tracking downtime in the old way as of August 1990, and find it interesting that Ms. Humphries did not express and interest in this matter until mid December of 1990.

I always communicated verbally to Ms. Humphries the current status of Systems during problem times, and ask you to review the tabs marked "Dn Time". There you will find my logs when I recorded downtime, and 62 pages of abbreviated Data Center notes indicating that I was reporting downtime as prescribe by CATS Staff. You will also find Data Center documentation on problems solving and the correct procedure for logging systems problems.

It should be noted that when I offered to provided Ms. Humphries with Data Center downtime figures, reports they published monthly, she explained she "wasn't interested in their figures".

- Point two: Ms. Humphries contends that during the 1990 relocation to the new building that "I refused to participate and coordinate in the move of the computer systems".

Again, what is not noted, is that I was not asked to coordinate in the move. The one time I did try to express an opinion on the positioning of new systems, I was told to "Shut up, it don't matter", in front of Mr. Steve Smith and Ms. Marcine Bethel of SBC Asset Management during the one meeting I was asked to participate in. (See tab "Systems" for document I submitted for consideration of those in charge of the move.) Note that Ms. Humphries was a CC. It's clear from this document, that the one time I was asked to participate, I did so promptly and professionally.

It should also be noted that I was under standing orders not to visit the new job site and did not physically enter the new premise until the day prior to the move. It was not possible for me to coordinate or participate in a move I was not involved in.

The one real assignment I was given was to move and carry boxes in the bright afternoon sun. I had explained to Ms. Humphries multiple times that exposure to sunlight caused me to have classic migraine headache. I further added that I have been under doctor's care and advice since early childhood to avoid exposure to bright sun as a way of avoiding the onset of migraine headache.

This condition is characterized by blurred or distorted vision, violent projectile vomiting, and severe pain with the possibility of paralysis for up to 48 hours. Under extreme conditions, migraine can lead to stroke.

It was after being told I would be fired if I did not participate in moving boxes in the bright sun, that I became adamant in defense of my health. I pointed out to my Manager that I was at that time working with my Physician, Dr. Morris Shalit, to find a medication program for my extreme sinus/migraine condition and that I had recently been hospitalized for testing, indicating the severity of the situation.

During this period I was not certain of my continued good health, and needed to do everything to avoid putting my health in jeopardy, e.g. working in bright sun. I do want to point out that in an effort to keep my job in good standing, I did cave into pressure and move boxes as instructed. Within 20 minutes of the first trip, I had a full fledged classic left to right migraine and found myself between other trips vomiting repeatedly in a very dirty 520 Post Oak Boulevard commode. In spite of my health, fearing termination, I did go on working until 11 p.m. I also worked half of Saturday as instructed.

I offer as evidence that my condition was not new or convenience, a copy of my "Pre-Placement Medical Evaluation" dated 12/08/94, in which I note that I do suffer from migraine headache. (See tab labeled "Migraine".) I would also encourage you to review my binder for a "Health and Safety" sheet dated 12/17/84, in which I again state that I suffer from migraine headache.

- Point three: Ms Humphries contends that I "Failed to demonstrate a consistent management style in the resolution of data equipment problems".

First, I find this contention a vague charge, and offer as example of the unprofessional environment I was forced to work in, (See tab labeled "E.G.s") two write ups I made which are typical of the type of hostile directive I was forced to "problem solve" under. The first describes a situation where Ms. Humphries took the time to write me a letter about a problem that was already solved. The second, describes a situation where Ms. Humphries had her secretary interrupt on going computer failure problem solving. It also demonstrates the typical anger with which she approached her subordinates.

Further, it was difficult at best to "demonstrate a consistent management style" while being cursed on a regular basis. I have been told among other things, that "if I weren't taking so many f_____ pictures" I might be able to do my job. During a visit from my United Way Campaign Coordinate Ms. Humphries used such harsh language that Ms. Beth Eley had to sit down to regain her composure. You can imagine how embarrassing it is to be cursed in front of visitor to your company.

- Point four: Ms. Humphries states that I "failed to daily maintain the environment conducive to safety requirements".

It should be noted that while I was Safety Coordinator there were no work related accidents or injuries. It should also be noted that I created the "Safety Binder" which was distributed to all Supervisors and Managers. The record should also show that I did attempt to have safety meetings with the First Line Supervisors that reported to Ms. Humphries, and was told "they're too busy". So if I did not meet Ms. Humphries' or the companys' expectations as Safety Coordinator it was because I was not allowed to meet with anyone, and had no formal authority over any aspect of the safety process.

- Point five: Ms. Humphries writes that I "failed to process chargebacks for a six month period".

While it is absolutely true that I was five months behind in processing Afterpress Chargebacks, I ask you to consider why. As Supervisor - Sales Systems, I was given the additional roles of DDA Coordinator, Bonds Chairman, United Way Campaign Chairman, Save the Tress Coordinator, Safety Coordinator, PC Coordinator in both Premise and Telemarketing, and Regional Photographer. (See tab labeled "APC's")

It is obvious to even the casual observer that I was given more responsibility than any one person could reasonably expect to meet. My enclosed vouchers for 1990, (See tab labeled "Vouchers"), document that activities relating to these other responsibilities increased in volume starting in June of 1990, the approximate time I got behind on Afterpress Chargebacks.

Among other things, my vouchers demonstrate that in 1990 my additional responsibilities required that I leave the building 78 times to travel 1,546.4 miles. Again, it is easy to see why I might have trouble keeping up with paper work at my desk.

There is something else that needs to be noted at this time, and that is the insidious duplicity with which Ms. Humphries was managing during this period. Ms. Humphries would tell other departmental managers, including Mr. Payne, our Regional Manager, that I was free to help them with Premise Macintosh, to take pictures at company events, and to head up special projects. Then when I actually followed through on these assignments, Ms. Humphries would curse me in the foulest way. It was as if I should have understood that she was only volunteering my help to further her own interests, and I was supposed to know to tell people I was too busy to help. I feel strongly she wanted to be seen as cooperative, while at the same time not actually helping, in some Machiavellian scheme.

Finally on this point let me further add that it was I who pointed it out when I realized how far behind I had gotten in logging Afterpress Chargebacks. I brought this to Ms. Humphries attention in the first quarter of 1991 after 1990 appraisals had been written and find this interesting that this appears on my appraisal as it did.

- Point six: Ms. Humphries' final concern with my 1990 performance was that I failed to communicate United Way Campaign Results in a "timely manor".

While I appreciate Ms. Humphries pointing out that 1990 was the second year as United Way Campaign Coordinate that I had been a part of a successful campaign, she failed to note why the results might have been late in coming. At the request of Mrs. Mary Jane Cox, the then Staff Manager for Mr. Dennis Payne, we started the United Way Campaign late in the Fall to avoid scheduling conflicts with the opening of the 1991 Houston sales canvas.

I have enclosed the letters from Ms. Sandy Evans of Payroll, (See tab labeled "U Way"), to show that I was making every effort to communicate Regional results to Ms. Humphries and Mrs. Mary Jane Cox. Please review the different notes and handwriting on these letters.

Lastly, I find it interesting that anyone should be punished for doing charity work. Since when does Southwestern Bell Yellow Pages admonish employees for their volunteer work done at the company's request?

In a February 19th, 1991 meeting between Ms. Humphries, Mr. Dennis Payne, and myself, I tried to rebut the issues of my 1990 appraisal. During this meeting Mr. Payne informed me that he was ready, willing, and able to fire me if my performance did not improve. He further added that a trouble maker such as myself could not easily be relocated. Let me repeat again, that I think Mr. Payne was relying too heavily on feedback he was receiving from Ms. Humphries.

I want to end this section by pointing out that in March of 1991 I asked in writing for Ms. Humphries' help in "remaining in good standing" as an employee of Southwestern Bell Yellow Pages. (See tab labeled "Help".) That help was never forth coming. She did not verbally or in writing ever explain the types of things I could do to restore myself to good standing. I was left to grope in the darkness as it related to saving my career.

Emotionally beaten, financially ruined, and desperate to remain employed, I chose not to respond to my 1990 appraisal in writing as promised to Mr. Payne. I felt hopeless that I would be given a fair hearing or that my rating would be changed.

In August of 1991 with my heart beating irregularly on a regular basis, and on the advice of my Physician, I resigned. I determined to relocate to a new start, where I would be free of the emotional stresses and manipulations that had left me in poor health and in financial ruin.

April 2, 1993

Mr. Ken Fobbs
Director - Human Resources
Southwestern Bell Yellow Pages
12800 Publications Drive
St. Louis, Missouri 63131

R. Scott Guthrie
1100 North LaSalle, #712
Chicago, Illinois 60610

Mr. Fobbs,

For the last part of this document I have included my letter of resignation, and an unsigned copy of a letter I sent to Mr. Kaufman on my last day.

As you have by now concluded from parts one and two of this document, I feel I was treated unfairly, and as a result suffered a case of wrongful discharge.

I have suffered at the hands of a morally corrupt Regional Manager who actively sought to violate every section of Southwestern Bell Yellow Pages AAP and EEO policy. He also acted in clear violation of the Code of Business Conduct for Southwestern Bell Corporation and its' subsidiaries.

It is for these reasons, that I am seeking a cash settlement to restore my life to a condition as it was prior to my mis-treatment as "Supervisor - Sales Systems" in Houston, Texas, at the hands of Mr. Tim Morrissey and Ms. Martha Humphries.

Per your request, the following are some of the expenses I incurred as a result of this treatment:

1. Missed opportunity for Company sponsored buy out which went into effect one week after my resignation.
2. Costs of relocation to the Chicago, Illinois area.
3. Forced to live on Company Savings Plan monies.
4. Forced to pay income tax penalty on Company Savings Plan monies.
5. Have lived for two years on a significantly reduced salary.

6. Missed multiple years of Team Bonus.
7. Forced to pay for Regional Managers down payment on new car.
8. Forced to live off credit card advances until I could secure new position in the Chicago, Illinois area.
9. Will never realize interest on spent Company Savings Plan monies, or on lost income.
10. Multiple years of physical pain and emotional suffering at the direct hands of Southwestern Bell Yellow Pages.
11. Lost opportunity for a lifetime of wages as a Supervisor for Southwestern Bell Yellow Pages.
12. Lost opportunity for matching funds at 100% for Company Savings Plan.
13. Lost opportunity for high standard of medical coverage and life insurance program.

As support for my claims of expenses incurred as a result of my resignation, I have enclosed copies of those I had readily available. (See tab labeled "Retire" and "Costs".)

It is my strong belief that in addition to the cost of the last two years, my premature wrongful discharge has cost me a lifetime of wages and benefits that I place in value at between three to five million dollars.

I would have never given up my career at Southwestern Bell Yellow Pages. Please review my previous five appraisals, two from Ms. Humphries, in which it is documented that I was an employee in good standing.

You might be asking why I have waited until now to come forward. The answer is clear and simple. I felt the deck was stacked against me. It would have clearly been seen as a case of a disgruntled worker sounding sour grapes. It would have been my word, against the word of the President of a major division of a Fortune 500 company.

I feel the dynamics of my situation have changed, with the change in employment status of Mr. Morrissey. The merits of my circumstance are now obvious. I feel my case clear and the facts plain as presented.

It is for these reasons that I am now seeking your help in quitey resolving this matter. It is my hope that we can do so without outside help.

Again, let thank you for your prompt call and friendly approach to a difficult situation. Please accept my apology for the delay in getting this document to you. It proved to be a larger task than I had initially envisioned.

I look forward to hearing from you.

Sincerely,

R. Scott Guthrie

R. Scott Guthrie